

# Selection in the public sector with the United Nations



## The challenge: selecting internationally, simultaneously

The United Nations recruits staff on a global basis. Applicants have various nationalities, ethnical backgrounds, and professions. To ensure speed and fairness in selection, the hiring assessment needs to take place on location in various countries worldwide, and each year has to cover about 1.500 candidates within one day.

## The solution: enabling online testing even in remote areas

Based on the UN's competency model, cut-e developed a solution that involved two standard personality questionnaires, shapes and views.

The candidates were invited to participate in a test in the organization's office close to where they lived. Each candidate received an individual login via e-mail. On the day of the assessment, the candidates reported at the respective office, identified themselves and completed the instruments online.

Despite tests had to be taken in rather underdeveloped areas of the world, with very poor infrastructure and telecommunication systems, all candidates that reported on site were able to complete the instruments, thanks to the cut-e SmartPlayer Technology.

## The outcome: fast and fair results to support hiring decisions

The evaluation of the results showed that both instruments used were fair in terms of gender, ethnic background and age. Within a couple of hours after the assessment, cut-e provided a competency-based report for each candidate and a merit list to the client to support their selection and placement decisions.